

**State of Washington  
Dept. of Fish and Wildlife  
invites applications for the position of:  
Fish & Wildlife Biologist 4 - Fish Screening  
Unit Supervisor \*10320H**


**careers.wa.gov**  
Working for Washington State

**SALARY:** \$3,117.00 - \$4,860.00 Monthly

**OPENING DATE:** 02/12/13

**CLOSING DATE:** 03/01/13 11:59 PM

**DESCRIPTION:**



**Our Mission**  
To preserve, protect and perpetuate fish, wildlife and ecosystems while providing sustainable fish and wildlife recreational and commercial opportunities.

**Vision**  
Conservation of Washington's fish and wildlife resources and ecosystems.

**Additional Salary Information**  
The salary range reflects a 3% salary reduction for state employees over the 2011-13 biennium, which was passed by the Legislature effective July 1, 2011 through June 29, 2013.

The Department of Fish and Wildlife is recruiting to fill a full time permanent Biologist 4 position located in the Habitat Program Restoration Division. The duty station is in Yakima County.

The Washington Department of Fish and Wildlife (WDFW) is dedicated to protecting native fish and wildlife, and providing sustainable fishing, hunting and wildlife viewing opportunities for millions of residents and visitors. Working throughout the state, WDFW's employees—field biologists, enforcement officers, land stewards, lab technicians, customer service representatives and others—manage hundreds of fish and wildlife species, maintain nearly a million acres of public wildlife lands, provide opportunities for recreational and commercial fishing, wildlife viewing and hunting, protect and restore habitat and enforce laws that protect fish and wildlife resources. Learn more about us at [www.wdfw.wa.gov](http://www.wdfw.wa.gov)

The incumbent of this position is a senior fish and wildlife biologist who is a statewide expert on fish screening at surface water diversions and pump screen diversions. This position evaluates and directs resource assessments and promotes the correction of inadequately screened water diversions and bypass systems. This position is the unit leader of the screening shop for the Habitat Program including supervising staff. A key role for this position is to manage the screening contracts and ensure delivery of all the contract deliverables on time and within budget. The position will provide project development services for fish screen projects on WDFW lands and for other entities that contract with WDFW.

Additionally, this position will develop and foster partnerships with many entities. This position will coordinate with internal and external entities to conduct projects as well as pursue outside funding opportunities. Other activities will include identifying and prioritizing potential fish screening projects,

conducting pre-project scoping/planning, project and budget management, working with engineers to design projects, obtaining landowner permission, obtaining project permits, and coordinating all other aspects of implementation to inspect, maintain, and work with construction crews to build and refurbish fish screens. This position is consistent with the work of the section and an important component of the agencies overall mission to conserve and protect fish life.

**DUTIES:**

Principle activities include:

- Conduct site reviews to identify and prioritize fish screening projects, collect and analyze biological data, assess species use and fish benefits, and propose conceptual design options.
- Effectively manage, supervise and mentor staff.
- Monitor screening budgets and contracts to ensure appropriate use of dollars, that the project stays within the budget, and that deliverables are met.
- Work cooperatively and productively with the Yakima Screen shop staff for environmental compliance of fish screens as well as coordinate maintenance activities and screen refurbishments.
- Provide technical expertise to Area Habitat Biologists, environmental engineers, watershed stewardship biologists, and Wildlife, Fish, and CAMP programs on effective screening corrections and bypass options on WDFW and private lands.
- Apply for environmental permits to construct and rebuild fish screening projects.
- Collaborate with an interdisciplinary team to plan and implement fish passage correction projects.
- Work closely with landowners to develop a positive working relationship and facilitate landowner agreements to conduct environmental compliance monitoring on private property.
- Contract with engineers to complete environmental fish screen design work. Read and evaluate engineered drawings relative to juvenile fish requirements and design criteria. Work with construction crew and contractors to build projects.
- Pursue cost-share and grant opportunities to implement fish screening and passage projects with outside entities. Develop and foster partnerships. Write proposals and secure external grants for screening projects on and off Agency lands.

**Working Conditions**

The successful candidate must be willing and able to:

- Work in an open, office environment.
- Work outdoors in all weather conditions (up to 40% of the time)
- Walk streams in rugged terrain.
- Carry up to 50 pounds on rugged terrain; load and transport equipment and gear.
- Travel frequently throughout the state; may require overnight stays.
- Work extra hours outside of the normal business hours of 8:00 am – 5:00 pm, Monday through Friday including evenings and weekends.

**Union**

This position is covered by a collective bargaining agreement between the State of Washington, Department of Fish & Wildlife, and the Washington Association of Fish and Wildlife Professionals (WAFWP). As a condition of employment you must either join the union and pay union dues, or pay the union a representational or other fee within 30 days of the date you are put into pay status.

**Required**

A Bachelor's degree in fish biology or closely related field, AND three years of professional experience of which at least two years must be with fish passage, habitat restoration, and/or project management.

OR

A Master's degree in fish biology or closely related field, AND 2 years of professional experience as a biologist doing fish passage, habitat restoration, and/or project management.

A valid Washington State Driver's License

**Competencies**

The best qualified applicants will have experience and training that demonstrates abilities in the following areas:

- Exceptional communication skills are necessary to interact and communicate with coworkers, engineers, contractors, landowners, government officials, and non-profit organizations.
- A comprehensive understanding of juveniles fish screening mechanisms and capabilities of native fish to overcome potential obstacles in upstream and downstream movement, specifically:
  - Knowledge of juvenile fish screening and passage requirements
  - Knowledge of life history for all species of salmonids and other WA fish species.
  - Habitat requirements of salmonids
  
- Project permit requirements to implement fish screening projects
- Project Management experience
- Construction methods
- Engineering principals
- In-stream monitoring principals
- Experience working with partnerships or private landowners
- Experience supervising staff and leading an interdisciplinary team
- Innovative thinking and creative problem solving skills

**SUPPLEMENTAL INFORMATION:****How to Apply:**

To apply for this position you **MUST** complete your profile at [www.careers.wa.gov](http://www.careers.wa.gov) and attach the following to your profile before completing the online application:

A cover letter describing how you meet the qualifications of this position (generic cover letter will not be accepted)

A current resume (please make it succinct)

Three professional references (personal references do not count as professional)

**Please note:** Failure to follow the above application instructions will lead to disqualification. E-mailed documents will not be accepted in lieu of attaching your documents to the online profile.

Upon submission of your online application, you will immediately receive a confirming e-mail. You will then be notified via e-mail of your status during the process. In addition to the e-mail notifications, you can check the status of your application at any time by visiting your online profile at [www.careers.wa.gov](http://www.careers.wa.gov).

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The Department of Fish and Wildlife is an equal opportunity employer. We strive to create a working environment that includes and respects cultural, racial, ethnic, sexual orientation and gender identity diversity. Women, racial and ethnic minorities, persons of disability, persons over 40 years of age, disabled and Vietnam era veterans and people of all sexual orientations and gender identities are encouraged to



**Fish & Wildlife Biologist 4 - Fish Screening Unit Supervisor \*10320H Supplemental Questionnaire**

- \* 1. Please describe your experience with budget and contracts.
  
- \* 2. Please describe your experience in leadership and/or supervision.
  
- \* 3. Please describe your experience writing and obtaining grants.
  
- \* 4. Please describe your experience working on projects with multiple entities and how you developed better partnerships.
  
- \* 5. Please describe your knowledge and experience of fish screening at surface water diversions and pump screen diversions.
  
- \* 6. Have you been convicted of a misdemeanor or felony within the past ten (10) years?  
(Conviction of a misdemeanor or felony does not necessarily bar you from employment..)  
 Yes    No
  
- \* 7. Do you have a valid driver's license?  
 Yes    No
  
- \* 8. Please verify that you have included the following information in your online application: 1) A chronological resume OR a completed online profile that includes education and employment history 2) A detailed cover letter describing how you meet the qualifications for this position. 3) Three professional references.  
 Yes    No
  
- \* Required Question

